





### OLKETA BOS MAS GIVIM DISFALA PEPA LONG OLKETA NIU WAKAMAN TAEM OLKETA STATEM WAKA

Faendem aot moa abaotem olketa samting (entaetolmen) wea ples iu waka long hem mas duim fo iu, an olketa samting (obligason) iu tu mas duim long ples iu waka, long taem blong korona vaerus long [coronavirus.fairwork.gov.au](http://coronavirus.fairwork.gov.au)

Olketa wakaman long Australia i garem olketa lo abaotem pei an olketa lo fo protektem olketa long waka, insaet long:

<b>OLKETA LO BLONG FAIR WORK</b>	<b>OLKETA LO BLONG PEI (AWARDS)</b>	<b>OLKETA AGRIMEN BLONG BISNIS</b>	<b>OLKETA AGRIMEN BLONG WAKA</b>
 <ul style="list-style-type: none"><li>Hao mas nao lou pei fo evri wakaman</li><li>Hemi garem nao olketa Nasonol Emploemen Standad</li></ul>	 <ul style="list-style-type: none"><li>Olketa i garem finis, hao mas nao lou pei wetem olketa lo blong bisnis an waka</li><li>Olketa lo save kavarem kolsap evri wakaman long Australia</li></ul>	 <ul style="list-style-type: none"><li>Olketa i garem finis hao mas nao lou pei wetem olketa lo long ples blong waka ya</li><li>Olketa toktok an agri falom nao fomol wei blong hem</li></ul>	 <ul style="list-style-type: none"><li>Olketa givim samfala rul moa fo wakaman seleva fo falom</li><li>Hem no save daonem o aotem olketa lo abaotem hao mas nao lou pei ya</li></ul>

Luk fo lo abaotem pei blong yu long [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). Yu save sekem ples wea yu waka sapos olketa garem agrimen blong waka o nomoa, long [www.fwc.gov.au/agreements](http://www.fwc.gov.au/agreements)

### **KASOL WAKAMAN**

Sapos yu wanfala kasol wakaman, oketa nid fo givim yu nao infomason an pepa aboutim nao kasol waka blong yu (Casual Employment Information Statement) taem yu stat. Visitim nao [www.fairwork.gov.au/ceis](http://www.fairwork.gov.au/ceis) fo samfala infomason.

### **PEI**

**Hao mas nao lou pei blong yu, hemi stap insaet long olketa lo blong pei o agrimen blong waka.** Sapos yu no garem eni lo blong pei o agrimen fo waka, yu mas risivim hao mas fo lou pei blong kantri ya. **Yu mas no agri fo olketa peim yu smol moa.**

Olketa save sensim nao hao mas fo lou pei long evri niu yia.

Yu save faendemaot hao mas pei yu mas risivim long [www.fairwork.gov.au/minimum-wages](http://www.fairwork.gov.au/minimum-wages)

#### **HAO MAS NAO LOU PEI BLONG KANTRI**

STAT LONG NAMBA 1 JULAE, 2021



#### **\$20.33/fo wanfala aoa**

long waka wea hemi ful taem  
o waka wea hemi pat taem



#### **\$25.41/fo wanfala aoa**

long waka wea eni taem wea bos  
hemi askem yu fo waka (casual)

**Hem nao pei blong olketa bik man wea olketa no garem eni lo blong pei o agrimen blong bisnis.**

Olketa yang boe o yang gele wetem olketa pipol hu i lanem waka wetem olketa wakaman wea i diseibol, olketa save garem lou pei moa.



Yusim olketa fri kalkiuleta blong mifala fo sekem pei, an sekem taem fo no kam waka, an sekem pei taem bos finisim yu from waka, long:  
[www.fairwork.gov.au/pact](http://www.fairwork.gov.au/pact)

### WASWE, YU SAVE?

Yu save mekem wanfala fri My account fo kipim olketa toktok blong yu abaotem waka long hem.  
[www.fairwork.gov.au/register](http://www.fairwork.gov.au/register)

Yu save faendem fri trening long intanet fo helpem yu fo faendem niufala waka. Sapos yu garem hadtaem fo mekem eni toktok wetem naraman long waka, yu save go long hia fo faendemaot moa:  
[www.fairwork.gov.au/learning](http://www.fairwork.gov.au/learning)

App fo **Record My Hours** hemi mekem isi an kuiктаem tu fo kipim olketa aoa wea yu waka long hem.  
Hemi fri long App Store an Google Play.

## OLKETA BOS MAS GIVIM DISFALA PEPA LONG OLKETA NIU WAKAMAN TAEM OLKETA STATEM WAKA

### ✓ OLKETA NASONOL EMPLOEMEN STANDAD (NATIONAL EMPLOYMENT STANDARDS – NES)

Hem nao olketa lo fo talem hao mas fo lou pei blong evri wakaman. Samfala lo save kavarem wakaman an samfala lo no save kavarem wakaman. **Lo blong pei blong yu o agrimen blong waka blong yu, tufala save talem moa long yu.** Yu save faendem moa toktok abaotem olketa Nasonol Emploemen Standad long [www.fairwork.gov.au/NES](http://www.fairwork.gov.au/NES)

	Waka wea hemi ful taem an waka wea hemi pat team	Olketa wakaman wea i waka long eni taem bos askem olketa fo waka
<b>Taem wea yu no kam waka long en blong evri yia</b>	✓ Bos bae peim wakaman fo no kam waka fo 4 fala wik bihaen hemi waka fo wanfala yia. (Bos bae peim wakaman wea hemi waka pat taem fo no kam waka falom olketa aoa blong hem.) Bos bae adem taem fo no kam waka fo 1 fala wik moa fo olketa wakaman wea i save sensens taem fo waka long de o long naet.	✗
<b>Taem wea yu no kam waka bikos long nid blong yu seleva</b> (Taem wea yu no kam waka bikos yu sik o yu lukaftarem narawan)	✓ 10 fala de wea yu no kam waka long wanfala yia, bat yu tekem pei (Bos bae peim wakaman wea hemi waka pat taem fo no kam waka falom olketa aoa blong hem)	✗
<b>Taem wea yu no kam waka bikos yu lukaftarem narawan</b>	✓ 2 fala de wea yu no kam waka wetem no pei bikos long wan spesol taem wea olketa alaom. (sapos yu no garem eni de stap fo no kam waka wetem pei)	✓ 2 fala de wea yu no kam waka wetem no pei bikos long wan spesol taem wea olketa alaom
<b>Taem wea yu no kam waka bikos yu garem bikfala sore long dae</b>	✓ 2 fala de wea yu no kam waka wetem no pei bikos long wan spesol taem wea olketa alaom	✓ 2 fala de wea yu no kam waka wetem no pei bikos long wan spesol taem wea olketa alaom
<b>Taem wea yu no kam waka bikos long trabol insaet famili o faet insaet haos blong yu</b>	✓ 5 fala de wea yu no kam waka wetem no pei insaet 12 mans	✓ 5 fala de wea yu no kam waka wetem no pei insaet 12 mans
<b>Taem wea yu no kam waka bikos yu duim waka fo helpem komiuniti</b> • Taem wea yu go wetem grup long kot fo mekem ansa long kes blong kriminol • Yu lidim waka fo helpem pipol insaet long bikfala densa	✓ 10 fala de wea yu no kam waka an yu tekem pei. Yu bae waka fo peimbaek olketa de wea yu no kam waka. An yu save tekem samfala de fo no waka wetem no pei, sapos yu nidim. ✓ Yu save no kam waka wetem no pei, sapos yu duim disfala nara waka.	✓ Yu save tekem samfala de fo no waka wetem no pei, sapos yu nidim ✓ Yu save no kam waka wetem no pei, sapos yu duim disfala nara waka
<b>Taem wea yu no kam waka bikos yu duim longtaem sevis</b>	✓ Taem wea yu no kam waka an tekem pei (hao mas pei yu tekem an olketa rul i diferen long olketa stet an olketa teritori)	* Diferen long olketa stet an olketa teritori
<b>Taem wea yu no kam waka bikos yu mas lukaftarem olketa pikinini blong yu</b> Yu save tekem pei ya sapos yu waka winim 12 mans	✓ Yu save tekem 12 mans fo no kam waka wetem no pei. ✓ Yu save tekem moa taem kasem 24 mans sapos bos hemi agri	✓ Yu save tekem 12 mans fo no kam waka wetem no pei, sapos yu duim plande waka long plande taem wea bos hemi talem. Yu save tekem moa taem kasem 24 mans sapos bos hemi agri
<b>Bikfala aoa fo waka kasem</b>	✓ Olketa wakaman wea i waka ful taem save duim 38 aoa long wanfala wik wetem samfala aoa moa, sapos olketa save duim Olketa wakaman wea i waka pat taem an olketa wea i waka eni taem bos hemi talem, olketa save waka 38 aoa o samtaem hemi smol moa an samtaem hemi garem moa aoa	
<b>Olketa pablik holid</b>	✓ Sapos hemi de blong waka bat holid kam long hem, bae yu tekem pei fo de ya. Sapos bos hemi askem yu fo waka long de ya, yu save talemse nomoa, sapos hemi oraet fo talem	✓ De wea yu no waka wetem no pei. Sapos bos hemi askem yu fo waka long de ya, yu save talemse nomoa, sapos hemi oraet fo talem
<b>Notis fo finisim wakaman</b>	✓ Notis fo 1-5 wik (o peim wakaman fo 1-5 wik ya) dipen long hao long nao hemi bin waka an eij blong hem	✗
<b>Pei fo finisim wakaman</b> Yu save tekem pei ya sapos yu waka winim 12 mans	✓ 4-16 wik pei dipen long hao long nao yu bin waka	✗
<b>Kasol waka wea save sense</b>	✗	✓ Rite blong yu fo kamap wakaman wea hemi ful taem o wakaman wea hemi pat taem sapos hem fitim

## OLKETA BOS MAS GIVIM DISFALA PEPA LONG OLKETA NIU WAKAMAN TAEM OLKETA STATEM WAKA



### YU SAVE SENSIM WEI FO WAKA

Sapos yu waka fo 12 mans finis, yu save raet fo **ask fo duim waka wea hemi fitim yu**, sapos yu kasem 55 yia o moa, o yu lukaftarem naraman, o yu garem disabiliti, o yu garem wanfala long famili save mektrabol long yu (o yu sapotem wanfala long famili o long haos blong yu), o yu wanfala dadi o mami wea yu lukaftarem pikinini wea hemi go long skul o wea i yang moa. Diswan save kavarem olketa wakaman wea i jes kambaek moa long waka bihaen taem wea olketa bin lukaftarem pikinini. Olketa save ask fo waka pat taem an fo lukaftarem pikinini ya.

Bos blong yu mas givim ansa wea hemi raetem leta bifo a 21 fala de hemi finis. Olketa i save talemse nomoa, sapos hemi falom stretfala wei long bisnis.

Yu wetem bos blong yu save **toktok tugeta an mekem wanfala agrimen fo waka wea hemi fitim yu**. Diswan bae sensim samfala rul long olketa lo blong waka an bisnis agrimen wea yu bin falom. Agrimen wea yu mekem mas stret falom tingting blong yu. An hemi mas no stap olsem wanfala agrimen blong waka. An hemi mas mekem yu fo kamap gudfala. Faendemaot moa long:

[www.fairwork.gov.au/flexibility](http://www.fairwork.gov.au/flexibility)



### RAET FO VISITIM PLES FO WAKA

Olketa wakaman blong unian wetem pemit save kam long ples blong waka fo toktok wetem olketa wakaman abaotem eni samting wea bisnis hemi no duim stret fo olketa wakaman o wea bisnis maet brekem lo blong ples fo waka.

Bat olketa mas obeim samfala rul olsem wea olketa mas letem bos blong yu fo save long ka-kam blong olketa fo sekem olketa wakaman an lukluk long olketa pepa an maet fotokopi tu long samfala pepa. Olketa wea i garem pemit ya, wetem grup blong olketa, an bos blong yu mas falom olketa strongfala rul fo no yusim nem an tok abaotem eniwan. Faendemaot moa long:

[www.fwc.gov.au/entry-permits](http://www.fwc.gov.au/entry-permits)



### HAO FO MEKEM AGRIMEN

Bos wetem olketa wakaman blong hem an wanfala wakaman (fo exampol nao wakaman blong Unian) nao mas kam toktok tugeta fo mekem agrimen blong bisnis. Diswan olketa i kolek long 'bargaining' an hemi garem olketa rul fo falom. Nao Fair Work Commission bae i sekem an givim ansa abaotem olketa agrimen ya. Fo yu save moa abaotem hao fo mekem bisnis agrimen o sensim agrimen, o finisim agrimen, yu save go long:

[www.fwc.gov.au/agreements](http://www.fwc.gov.au/agreements)



### OLKETA LO FO PROTEKTEM YU LONG WAKA

**Evri wakaman i garem olketa lo fo protektem olketa long waka.** No eniwan save tritim yu nogud o diferen long ples fo waka. Fo eksampol, yu garem raet fo ask fo mekem waka fitim yu, o yu save ask fo taem wea yu no kam waka, o yu save mekem eni komplek, o yu save ask kuestin abaotem waka blong yu.

Yu garem raet fo joenem eni unian o nomoa. An yu save tekpat long eni aktiviti blong waka wea hemi stret o yu save talemse nomoa.

Lo hemi stap fo protektem yu taem yu sik an no save waka fo lelebet taem. O taem yu garem garekil, an taem olketa tok spoelem yu, o tachim bodi blo iu an mekem yu sem, o fosim yu fo duim samting wea hemi no stret. Faendemaot moa long:

[www.fairwork.gov.au/protections](http://www.fairwork.gov.au/protections)  
[www.fairwork.gov.au/bullying-harassment](http://www.fairwork.gov.au/bullying-harassment)



### TAEM WAKA HEMI FINIS

Taem waka blong yu hemi finis, yu mas tekem las pei blong yu, wetem **olketa gudfala agrimen wea yu no tekem yet**, olsem pei fo olketa de wea i stap yet fo yu no kam waka, an pei fo no kam waka bikos long longfala sevis.

Yu save tekem **notis fo finis waka** o tekem pei sapos yu no laek fo tekem notis ya. Sapos olketa aotem yu bikos yu duim nogud samting wea hemi agensim rul blong bisnis, bae olketa no givim yu eni notis. Sapos yu seleva finis from waka, yu mas givim notis long bos blong yu. Yu save sekap sapos yu nidim notis an wat nao yu mas tekem long pei blong yu. Yu save sekap long hia:

[www.fairwork.gov.au/ending-employment](http://www.fairwork.gov.au/ending-employment)

Sapos yu tingse **notis fo finisim yu from waka hemi no stret o hemi no falom lo**, yu garem **21 fala de** fo raet go long Fair Work Commission fo mekem kes blong yu. Olketa rul wea yu mas falom i stap. Faendemaot moa long:

[www.fwc.gov.au](http://www.fwc.gov.au)



### NIU MAN ONAM BISNIS

Sapos niu man hemi onam bisnis ya, bae waka blong yu hemi finis nao bikos yu waka nomoa fo fas bos. Sapos yu waka moa fo niu bos bifo a trifala mans finis wea yu duim semsem waka o kolsap semsem olsem fas waka nomoa, bae samfala gud agrimen blong yu bae niu bisnis ya maet hemi kipim. Diswan save hapen, fo eksampol bisnis ya olketa i salem o hemi muv long diferen ples. Faendemaot moa long:

[www.fairwork.gov.au/transfer-of-business](http://www.fairwork.gov.au/transfer-of-business)

## HU NAO SAVE HELPEM YU?

### FAIR WORK OMBUDSMAN

- Hemi save toktok long yu an givim advaes abaotem pei blong yu wetem olketa gudfala agrimen blong yu
- Hemi garem olketa fri kalkiuleta an olketa eksampol fo yusim, an olketa fri trening long intanet fo duim
- help fo stretem eni trabol long ples fo waka
- Hemi save sekemaot an tekem akson agensim olketa wea i brekem lo blong ples fo waka.

[www.fairwork.gov.au](http://www.fairwork.gov.au) - 13 13 94

### FAIR WORK COMMISSION

- Oketa deal wetem olketa kes blong olketa wakaman wea olketa bos i aotem from waka fo no eni gudfala rison an olketa finis from waka wea hemi no stret falom lo, tachim bodi, o wea olketa tok spoelem wakaman fo mekem hem fraet nomoa, o tritim hem diferen from olketa narafala pipol bikos long kala skin blong hem o kantri o grup wea hem kam from hem
- Hemi save givim ansa an sensim an finisim olketa agrimen blong bisnis
- Hemi save givimaot pemit fo kam long ples fo waka, an fo stretem olketa trabol long waka.

[www.fwc.gov.au](http://www.fwc.gov.au) - 1300 799 675

Sapos yu waka long bisnis long bilding industri, disfala Bilding an Konstraksin Komisin Blong Australia (Australian Building and Construction Commission) i save helpem yu.

[www.abcc.gov.au](http://www.abcc.gov.au) - 1800 003 338